

EMPLOYMENT AGREEMENT

This Employment Agreement is made as of the 1st day of August, 2006 by and between the BOARD OF TRUSTEES OF RARITAN VALLEY COMMUNITY COLLEGE (the "BOARD") and CASEY CRABILL, Ed.D. (the "PRESIDENT").

WITNESSETH

WHEREAS, the BOARD desires to employ the services of the PRESIDENT for the period of time set forth in this Agreement, and the PRESIDENT desires to serve in the employ of the BOARD and COLLEGE on a full-time basis for said period, upon the terms and conditions hereinafter provided.

WHEREAS, the BOARD desires to provide the PRESIDENT with a written employment agreement to enhance administrative stability and continuity within RARITAN VALLEY COMMUNITY COLLEGE, which the BOARD believes generally improves the quality of its overall educational programs.

WHEREAS, the BOARD and the PRESIDENT believe that a written agreement is necessary to describe their relationship and to serve as the basis of effective communication between them as

they fulfill their governance and administrative functions in the operation of the COLLEGE.

NOW, THEREFORE, in consideration of mutual covenants contained herein, the parties hereto agree as follows:

1. EMPLOYMENT

(a) Unless sooner terminated as provided in Section 6 herein, the BOARD shall employ the PRESIDENT, and the PRESIDENT agrees to be employed by the BOARD for the period of time set forth in Section 3 of this Agreement.

(b) The PRESIDENT's place of employment shall be the campus of RARITAN VALLEY COMMUNITY COLLEGE (the "COLLEGE") located at Route 28, North Branch, New Jersey, satellite campuses and subject to such travel as the rendering of services hereunder may require.

2. POSITION AND DUTIES

(a) During the period of her employment hereunder, PRESIDENT shall serve as PRESIDENT of the COLLEGE.

(b) The PRESIDENT shall report to the BOARD through the Chairman of the BOARD.

(c) During the period of her employment hereunder, the PRESIDENT shall perform all duties which are customarily carried out, executed and performed by a PRESIDENT of a county or community COLLEGE, together with any special duties that may from time to

time be requested by the BOARD, provided such duties are reasonably related to scope of employment of such a PRESIDENT.

(d) The PRESIDENT shall attend all regular meetings of the BOARD unless excused therefrom by the Chairman of the BOARD, and shall attend such special meetings of the BOARD as may be requested by the Chairman, together with meetings of the BOARD of School Estimate, BOARD of Chosen Freeholders and any committees or departments thereof.

(e) The PRESIDENT shall enforce all rules, regulations and policies established from time to time by the BOARD for the government and management of the COLLEGE, and use her best efforts in the advancement and implementation of the educational mission of the COLLEGE.

(f) The PRESIDENT shall diligently and conscientiously devote her full and exclusive business time and attention and best efforts, and best skills in the faithful performance of her duties hereunder and in discharging her duties as PRESIDENT.

The position of PRESIDENT is a full time position and the PRESIDENT is employed by the COLLEGE to devote her exclusive time, attention and best efforts for the COLLEGE and shall not accept employment during the term of this Agreement with any other employer.

(g) The PRESIDENT shall perform the duties of PRESIDENT of RARITAN VALLEY COMMUNITY COLLEGE, including but not limited to the following:

- (1) Supervision of the daily operation of the COLLEGE.
- (2) Direction, supervision, and discipline of all COLLEGE personnel.
- (3) Preparation and submission of the COLLEGE budget to the BOARD OF TRUSTEES for approval.
- (4) Submission of reports to the BOARD OF TRUSTEES, either orally or in writing, when requested or required in order to ensure the proper communication between the BOARD OF TRUSTEES and the PRESIDENT.
- (5) Responsibility for all COLLEGE expenditures, as well as the receipt of funds and property in the custody of the COLLEGE.
- (6) Responsibility for planning, organizing, directing, staffing and coordinating all COLLEGE programs.
- (7) Responsibility for communications with the public, including the media, on matters related to the COLLEGE.

(8) Participation in all collective bargaining and negotiations on behalf of the COLLEGE with all COLLEGE personnel as required and in conjunction with any BOARD committee charged with such collective bargaining and negotiations.

(9) Responsibility for planning, organizing, and directing fundraising efforts on behalf of the COLLEGE consistent with all applicable state and federal laws.

(h) The PRESIDENT shall have the freedom to make recommendations to the BOARD OF TRUSTEES that relate to organizing and arranging the administrative and supervisory staff, which in her judgment best serve the COLLEGE. The administration of academic pedagogy policy and business affairs will be lodged with the PRESIDENT and administered by her with assistance from her staff. The responsibility for selection, placement and transfer of personnel shall be vested in the PRESIDENT and her staff subject to appropriate state statutes and BOARD OF TRUSTEES policies. With the prior consent, approval, authorization and agreement of the Chairman of the BOARD OF TRUSTEES, the PRESIDENT may undertake limited consultation work or other obligations, consistent with the timely performance of all duties required by the BOARD OF TRUSTEES.

### 3. TERM OF EMPLOYMENT

(a) The period of the PRESIDENT's employment under this Agreement shall commence on August 1, 2006 (the "Commencement Date") and shall continue unless sooner terminated, for a period of thirty-six (36) months through to and including July 31, 2009.

### 4. COMPENSATION

(a) The BOARD shall pay the PRESIDENT a salary of \$195,000.00 per year (\$16,250.00 monthly) for the 36 month period beginning August 1, 2006 and ending July 31, 2009.

(b) The BOARD shall cause monthly employer contributions to be made to the PRESIDENT's TIAA-CREF accounts consistent with the terms and amounts provided under The Administrative Society contract based on the PRESIDENT's then monthly salary.

(c) The BOARD agrees to provide the PRESIDENT with a vehicle during the period she is employed as PRESIDENT for use in meeting her duties as PRESIDENT. The BOARD will provide the PRESIDENT with a leased automobile at a monthly rate of approximately \$500.00 per month with a down payment of no more than \$4,000.00 or as approved by the Chairman of the BOARD; and pay for all actual and documented costs and expenses for insurance, repairs, maintenance and fuel in accordance with IRS Guidelines. The BOARD shall reimburse the PRESIDENT for all reasonable and documented expenses incurred in travel, attendance at official

conferences, seminars, memberships in professional and educational associations, and entertainment in her official capacity as PRESIDENT, and she will inform the Chairman of the BOARD before any arrangements are finalized and actual expenses incurred. The BOARD shall pay the PRESIDENT a housing allowance of \$20,000.00 per year for home maintenance and living expenses, pro-rated at \$1,666.66 per month.

(d) The BOARD shall provide to the PRESIDENT such medical, dental, life and workers' compensation insurance coverages for which Administrative Society Contract employees of the COLLEGE are eligible in accordance with then current COLLEGE policy and law.

(e) The BOARD shall provide the PRESIDENT with vacation, sick and personal days, holidays, bereavement and other Conditions of Employment only in accordance with the terms, conditions and provisions of the Administrative Society Contract for which employees who are members of the Administrative Society of the COLLEGE are eligible and in accordance with then current COLLEGE policy and law. The COLLEGE will reimburse the PRESIDENT for gap COBRA coverage between August 1, 2006 and the time she becomes eligible for benefits under the Administrative Society Contract. The PRESIDENT will complete the appropriate bi-monthly attendance forms to be submitted to the Executive Director of Human Resources.

(f) The COLLEGE will provide the PRESIDENT with a cellular telephone and pay the costs and expenses for the cellular telephone and the use charges. If the PRESIDENT chooses, the COLLEGE will also provide her with and pay for a Blackberry.

(g) Payments for salary, housing, automobile expenses, cellular telephone, insurance and other benefits will be pro-rata on a monthly and/or daily basis if employment terminates prior to the end of the term.

*Agree* *Two Million Term Life* (h) The COLLEGE will assume the cost and expenses of the insurance policy which her current employer pays.

*9* (i) All expenses will be reimbursed upon submission of the appropriate standard forms, per COLLEGE policy, to the Vice President Finance & Facilities. The Vice President of Finance and Facilities shall arrange prompt reimbursement assuming that expenses will subsequently be approved, but Final Approval to reimburse expenses will be made by the BOARD Chairman who will review and approve expense reimbursements monthly. If the expenses are not approved for reimbursement, any payments previously made in the assumption that they would have been approved must be repaid to RARITAN VALLEY COMMUNITY COLLEGE.

(j) The PRESIDENT will be provided with a VISA credit card from the COLLEGE's primary bank with a \$15,000.00 limit. Expenses paid with this card shall be documented as per the Business Expense Reimbursement Policy.



(k) The PRESIDENT is expected to participate in a variety of community activities that she determines to be appropriate for the COLLEGE's role in the local area. The cost of most of these activities will be covered under the Business Expense Reimbursement Policy. COLLEGE contributions to any political candidates or political organizations whether directly, or through reimbursement to the PRESIDENT, are not permitted. However, the PRESIDENT may decide to support the political process on a purely personal basis.

(l) The BOARD shall reimburse the PRESIDENT for her actual and documented costs of moving her immediate family, herself and their personal property from Eureka, California to her residence near the COLLEGE including packing, unpacking and moving costs, not to exceed \$30,000.00, subject to any additional expenses which may be approved by the BOARD Chair.

(m) With the prior approval of the Chairman of the BOARD, the COLLEGE will reimburse the PRESIDENT for any actual and documented travel expenses incurred for traveling to the COLLEGE prior to assuming the position on August 1, 2006.

#### 5. ANNUAL PERFORMANCE AND COMPENSATION EVALUATION

(a) Beginning in June, 2007, the BOARD shall conduct a formal annual performance and compensation evaluation (a "Performance Review") of the PRESIDENT's performance. The BOARD may

at its sole and exclusive discretion provide faculty, staff and students of the COLLEGE and/or members of the community the opportunity to contribute to the Performance Review. If the BOARD elects to have faculty, staff, students and members of the community participate or contribute to the Performance Review, the BOARD shall exclusively determine who shall participate and the process in which those individuals participate in the Performance Review. The PRESIDENT will be afforded a preliminary Performance Evaluation in February, 2007 prior to the annual review.

(b) During the annual performance review, the PRESIDENT and BOARD Chair will develop the PRESIDENT's personal performance objectives and Administration's objectives, for the next 12 months. These will be reduced to writing and submitted to the Board of Trustees for agreement. Accomplishments vis a vis the goals and objectives will make up part of the criteria by which the PRESIDENT is evaluated the following year.

#### 6. TERMINATION

(a) The BOARD shall have the right to terminate the employment of the PRESIDENT on 30 days written notice in the event the BOARD determines the PRESIDENT's performance to be unsatisfactory on the basis of a Performance Review. In the event the BOARD terminates the employment of the PRESIDENT on the basis of an unsatisfactory Performance Review, so long as the PRESIDENT

is diligently pursuing alternative employment, the BOARD shall continue to pay to the PRESIDENT for a period of one (1) year or such shorter period of time if there is less than one (1) year on the PRESIDENT's term, from the date of termination the salary in effect on the date of termination and shall continue to provide the PRESIDENT with such benefits set forth in Section 4(d) herein, except workers' compensation insurance coverage will not be provided and the PRESIDENT shall not receive any amounts specified in Sections 4(b) and (c) herein. In the event the PRESIDENT secures alternative employment, the amounts paid by the BOARD as base salary shall be reduced by the salary received by the PRESIDENT from the new employer and, if the PRESIDENT participates in the new employer's benefit plans, he shall not receive benefits from the BOARD.

(b) The BOARD may terminate the employment of the PRESIDENT on fifteen (15) days written notice and without continuation of salary or benefits as detailed in 5.a for "CAUSE" at any time after the commencement date. "CAUSE" shall mean any action by the PRESIDENT, conduct, omission or any inaction by the PRESIDENT which is reasonably believed by the BOARD to constitute any of the following and shall include, but shall not be limited to, the occurrence of any of the following:

- (1) fraud, embezzlement, misappropriation,  
dishonesty or breach of trust;

- (2) moral turpitude;
- (3) material breach or violation of any or all of the covenants, agreements and obligations of the PRESIDENT set forth in this Agreement, other than as a result of the PRESIDENT's death or disability;
- (4) violation of the COLLEGE Ethics Policy;
- (5) the PRESIDENT's commission of any act inappropriate for a COLLEGE PRESIDENT;
- (6) the PRESIDENT's gross neglect of duties;
- (7) the conviction of the PRESIDENT for any crime, felony and/or misdemeanor.

(c) The PRESIDENT shall be permitted to voluntarily resign her position upon sixty (60) days written notice to the BOARD. In the event of voluntary resignation, all payments of salary and benefits shall cease upon the effective date of termination.

(d) DEATH OF THE PRESIDENT

Notwithstanding any other provision of this Agreement, this Agreement shall be automatically terminated upon the death of the PRESIDENT. In the event that at any time during the term of this Agreement the PRESIDENT shall die, then the employment of the PRESIDENT by the BOARD shall automatically terminate on the date of the PRESIDENT's death. In the event of such a tragic event, the PRESIDENT's estate shall be entitled to any

of the benefits for which employees of the COLLEGE are eligible in accordance with the New Jersey Division of Pensions Alternate Benefits Program. The BOARD and the COLLEGE shall have no further and/or additional obligations, liabilities and/or responsibilities to the PRESIDENT's estate, heirs, and/or representatives.

(e) DISABILITY

(1) Notwithstanding anything in this Agreement to the contrary, the BOARD and COLLEGE is hereby given the option to terminate this Agreement in the event that during the term of this Agreement the PRESIDENT shall become permanently disabled as the term "permanently disabled" is hereinafter fixed and defined. Such option shall be exercised by the BOARD giving fifteen (15) days written notice to the PRESIDENT of its intention to terminate this Agreement and setting the termination date. Permanent Disability shall mean any mental or physical illness, condition, disability or incapacity as defined in the New Jersey Division of Pensions Alternate Benefits Program. In the event that any disagreement or dispute shall arise between the COLLEGE and the PRESIDENT as to whether the PRESIDENT suffers from any Permanent Disability, then, in any such event, the PRESIDENT shall submit to the physical or mental examination of a physician licensed under the laws of the State of New Jersey, who shall be selected by the BOARD, and such physician shall make the determination of whether the PRESIDENT

suffers from any Permanent Disability. Pending the physician's determination the PRESIDENT shall continue in office. In the absence of fraud or bad faith, the determination of such physician shall be final and binding upon the COLLEGE, BOARD and the PRESIDENT. The entire cost of any such examination shall be borne solely by the COLLEGE. After the physician submits the determination as to Permanent Disability, the BOARD shall provide the PRESIDENT with fifteen (15) days notice of the termination date. The failure to make a determination as to the PRESIDENT's disability is not an excuse nor a defense to the PRESIDENT's failure to perform her duties and responsibilities, and the failure to perform or exercise her duties and responsibilities as a college president still may constitute a basis for termination for "CAUSE" in accordance with the terms herein.

(2) In the event that the PRESIDENT shall suffer the permanent disability during the term of this Agreement, and then the BOARD terminates this Agreement, the compensation and/or benefits to be paid to the PRESIDENT are those to which employees of the COLLEGE are eligible in accordance with New Jersey Division of Pensions Alternate Benefits Program. After such notice of termination and setting a termination date, the PRESIDENT and/or her legal representatives as the case may be, shall be entitled to receive only such benefits which may be payable in accordance with

the New Jersey Division of Pensions Alternate Benefits Program. The COLLEGE and BOARD shall have no further and/or additional obligations to the PRESIDENT, her heirs, representatives and/or estate other than the disability benefits provided by the New Jersey Division of Pensions Alternate Benefits Program. The BOARD has the sole and exclusive authority to determine the termination date based upon the PRESIDENT's disability.

7. ENTIRE AGREEMENT

This Agreement supersedes all prior agreements between the parties relating to its subject matter. There are not other understandings or agreements between them concerning the subject matter. This Agreement may be amended only by writing signed by both parties.

8. NON-WAIVER

No delay or failure by a party to exercise any right under this Agreement, and no partial or single exercise of that right, shall constitute a waiver of that or any other right, unless otherwise expressly provided herein.

9. GOVERNING LAW

This Agreement shall be construed in accordance with the laws of the State of New Jersey.

10. FEDERAL INCOME TAX WITHHOLDING

The BOARD will withhold from any compensation or benefits payable under this Agreement all federal, state, city or other

taxes as shall be required pursuant to any law or governmental regulation or ruling.

11. COUNTERPARTS


This Agreement may be executed in two or more counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument.

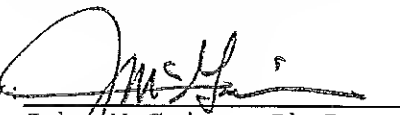
12. ASSIGNABILITY

This Agreement, and all of the rights hereunder, may not be assigned by the PRESIDENT.

IN WITNESS WHEREOF, the parties hereto have duly executed and delivered this Agreement as of the date hereinabove set forth.

Raritan Valley Community  
College Board of Trustees

  
Casey Crabill, Ed.D.,  
President

By:   
John McGuire, Ph.D.,  
Chairman



## FIRST AMENDMENT TO EMPLOYMENT AGREEMENT

This First Amendment to the Employment Agreement is made as of the first day of August, 2007 by and between the **BOARD OF TRUSTEES OF RARITAN VALLEY COMMUNITY COLLEGE** (the "BOARD") and **CASEY CRABILL, Ed.D.** (the "PRESIDENT").

WHEREAS, the **BOARD AND PRESIDENT** entered into an Employment Agreement dated of August 1, 2006 for a term of employment as set forth in Paragraph 3 of the Employment Agreement and with compensation as set forth in Paragraph 4(a) of the Agreement, and

WHEREAS, the **BOARD** and **PRESIDENT** desire to provide this First Amendment to the Employment Agreement and have agreed upon a four (4%) percent increase in compensation for the term August 1, 2007 through July 31, 2008.

NOW, THEREFORE, in consideration of mutual covenants contained herein, the parties hereto agree as follows:

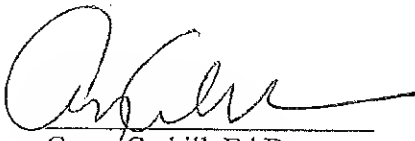
1. Paragraph 4(a), **COMPENSATION**, is amended as follows:

4. **COMPENSATION**

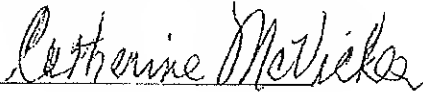
(a) The **BOARD** will pay the President of salary of \$202,800.00 per year (\$16,900.00 monthly) for the 12 month period beginning August 1, 2007 and ending July 31, 2008.

2. All of the other terms, conditions, obligations, responsibilities and provisions as set forth in the Employment Agreement dated as of the first day of August, 2006 will remain in full force and effect and are not revised, amended nor modified.

IN WITNESS WHEREOF, the parties hereto have duly executed and delivered  
this Agreement as of the date hereinabove set forth.

  
Casey Crabill, Ed.D.,  
President

Raritan Valley Community  
College Board of Trustees

By: 

RESOLUTION # 121 -2008 BOARD OF TRUSTEES MEETING – OCTOBER 28, 2008

WHEREAS, the Board of Trustees of Raritan Valley Community College after reviewing and evaluating the services, accomplishments and successes of the President, Casey Crabill, Ed.D.; and

WHEREAS, the successes and accomplishments were more fully set forth in the Evaluation Report and Recommendations submitted to the Board of Trustees by the Presidential Evaluation and Review Committee; and

WHEREAS, the Board and President Crabill reviewed the Report and Recommendations and agreed upon an extension of the President's term, an increase to her salary and a contribution to her retirement account;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of Raritan Valley Community College that the following revisions and/or amendments be made to the Employment Agreement with President, Casey Crabill, Ed.D dated August 1, 2006:

1. The period of appointment and employment shall be extended from July 31, 2009 to July 31, 2010.

2. The President is awarded a salary increase of four (4%) percent, which is equivalent to those increases currently negotiated for the two bargaining units and unrepresented staff, and which four (4%) percent increase shall commence on and effective as of August 1, 2008.

- (c) For the period August 1, 2008 to July 31, 2009, the Board shall make an additional one (1%) percent contribution to the President's TIAA-CREFF retirement account.

SECOND AMENDMENT TO EMPLOYMENT AGREEMENT

This Second Amendment to the Employment Agreement is made as of the 1<sup>st</sup> day of August, 2008 by and between the BOARD OF TRUSTEES OF RARITAN VALLEY COMMUNITY COLLEGE (the "BOARD") and CASEY CRABILL, Ed.D. (the "PRESIDENT").

WITNESSETH

WHEREAS, the BOARD AND PRESIDENT entered into an Employment Agreement dated of August 1, 2006 which set forth the terms and conditions of the Employment Agreement, including Duties, Term of Employment, Compensation, Benefits and other items relating to the duties, relationships and conditions with respect to the Employment Agreement between the BOARD and the PRESIDENT; and

WHEREAS, the BOARD, after reviewing the PRESIDENT's services, accomplishments and successes, wishes to enter into an Amendment to the Employment Agreement for the purposes of extending the term of employment, increasing the salary and providing for an additional contribution to the PRESIDENT's retirement account,

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereto agree as follows:

The following additions or amendments are made to the Employment Agreement dated August 1, 2006 as follows:

3. TERM OF EMPLOYMENT

(a) The term of the **PRESIDENT's** employment under this Agreement shall be extended and continue unless sooner terminated, from July 31, 2009 through and including July 31, 2010.

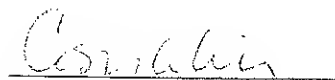
4. COMPENSATION

(a) The **PRESIDENT's** salary of \$202,800.00 per year (\$16,900.00 monthly) shall be increased commencing August 1, 2008 by four (4%) percent to a salary of \$210,912.00 (\$17,576.00 monthly) and shall continue unless otherwise amended until July 31, 2010.


(b) The **BOARD** shall contribute an additional one (1%) percent to the **PRESIDENT's** TIAA-CREF retirement account for the period August 1, 2008 to July 31, 2009.

All of the other terms and conditions and provisions set forth in the Employment Agreement dated August 1, 2006 are not otherwise amended or revised and remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have duly executed and delivered this Agreement as of the date hereinabove set forth.

  
Casey Crabill, Ed.D.,  
President

Raritan Valley Community  
College Board of Trustees

By:   
Richard D. Wellbrock, Ed.D.  
Chairman

WHEREAS, the Board of Trustees of Raritan Valley Community College after reviewing and evaluating the services, accomplishments and successes of the President, Casey Crabill, Ed.D.; and

WHEREAS, the successes and accomplishments were more fully set forth in the Evaluation Report and Recommendations submitted to the Board of Trustees by the Presidential Evaluation and Review Committee; and

WHEREAS, the Board and President Crabill reviewed the Report and Recommendations and agreed upon an extension of the President's term, an increase to her salary and a contribution to her retirement account;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of Raritan Valley Community College that the following revisions and/or amendments be made to the Employment Agreement with President, Casey Crabill, Ed.D dated August 1, 2006:

1.     The period of appointment and employment shall be extended from July 31, 2010 to July 31, 2011.
2.     The President is awarded a salary increase of four (4%) percent, which is equivalent to those increases currently negotiated for the two bargaining units and unrepresented staff, and which four (4%) percent increase shall commence on and effective as of August 1, 2009.

#### FOURTH AMENDMENT TO EMPLOYMENT AGREEMENT

This Fourth Amendment to the Employment Agreement is made as of the 1<sup>st</sup> day of August, 2010 by and between the **BOARD OF TRUSTEES OF RARITAN VALLEY COMMUNITY COLLEGE** (the "BOARD") and **CASEY CRABILL, Ed.D.** (the "PRESIDENT").

#### WITNESSETH

WHEREAS, the **BOARD AND PRESIDENT** entered into an Employment Agreement dated of August 1, 2006 which set forth the terms and conditions of the Employment Agreement, including Duties, Term of Employment, Compensation, Benefits and other items relating to the duties, relationships and conditions with respect to the Employment Agreement between the **BOARD** and the **PRESIDENT**; and

WHEREAS, the **BOARD**, after reviewing the **PRESIDENT's** services, accomplishments and successes, wishes to enter into an Amendment to the Employment Agreement for the purposes of extending the term of employment, increasing the salary and providing for an additional contribution to the **PRESIDENT's** retirement account,

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereto agree as follows:

The following additions or amendments are made to the Employment Agreement dated August 1, 2006 as follows:

**3. TERM OF EMPLOYMENT**

(a) The term of the **PRESIDENT's** employment under this Agreement shall be extended and continue unless sooner terminated, from July 31, 2011 through and including July 31, 2013.

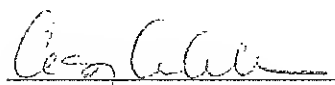
**4. COMPENSATION**

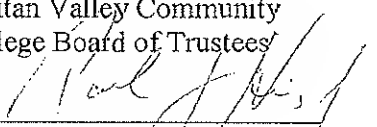
(a) The **PRESIDENT's** salary of \$210,912.00 per year (\$17,576.00 monthly) was fixed commencing August 1, 2009 to a salary of \$219,348.00 (\$18,279.00 monthly) and shall remain the same unless otherwise amended until July 31, 2011, at which time the **BOARD** will review the **PRESIDENT's** salary and benefits for the term August 1, 2011 to July 1, 2012.

The **BOARD** notes that the **PRESIDENT** declined and refused to accept any increase in salary or benefits for the year term of August 1, 2010 to July 31, 2011, and she requested that her salary and benefits remain fixed without increase for the second straight year. Reluctantly, but with commendation, praise and appreciation for her generosity and sacrifice, the **BOARD** accepted the **PRESIDENT's** request.

All of the other terms and conditions and provisions set forth in the Employment Agreement dated August 1, 2006 are not otherwise amended or revised and remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have duly executed and delivered this Agreement as of the date hereinabove set forth.

  
Casey Grabill, Ed.D.,  
President

Raritan Valley Community  
College Board of Trustees  
By:   
Paul Hirsch, M.D.  
Chairman